



NONL

Nebraska Organization of Nurse Leaders

Nebraska Organization of Nurse Leaders
State Board Business Meeting
March 11, 2022
Noon-1:00

Board Members: Teri Bruening- President, Dana Steiner- Secretary/Treasurer, Beth Gibbs- Past President, **District 1:** Sheri Cunningham – President; Teresa Hawlik- Past President; Shelly Luger- Secretary, **Dana Steiner- Treasurer, Lilia Hansen – Treasurer; District 2:** Jennifer Rystrom – President and NPSC board; **Connie Rupp- Past President,** Carrie Sousek- Secretary/Treasurer, **District 3: Kimber Bonner- President,** Carrie Edwards - President-Elect; Shelly Amsberry- Secretary-Treasurer; **Delegates:** Ronda Ehly Center for Nursing; Jan Morgan **District 1;** Jennifer Rystrom- **District 2;** Pam Uhlir- **District 3**

Agenda Item:	Discussion/Decisions Made	Follow-Up/Responsible Person
Attendees	Beth Gibbs, Jan Morgan, Sheri Cunningham, Teri Bruening, Pam Uhlir, Carrie Sousek, Ronda Ehly, Jennifer Rystrom, Carrie Edwards, Shelly Luger, Teresa Hawlik Unable to attend	
Welcome Call to order	Meeting called to order at 12:00 pm	Teri Bruening
Introductions	Jan Morgan is a new delegate for District 1. She is looking forward to learning more from a state perspective.	
Review of Minutes from January 14, 2022	<ul style="list-style-type: none">• T. Bruening will be attending the ANOL 2022 Inspiring Leader conference in San Antonio on April 11-14 in person. S. Cunningham and R. Ehly will be attending virtually.• RN workforce draft has been sent out. So far, the group has shared good feedback• The website update is still ongoing. It is time for this to be completed! R. Ehly shared that she would help the NHA individual get the update going.• Plan on reviewing bylaws in July 2022. It was suggested a small group review and bring recommendations to the group for vote in November. B. Gibbs, T. Bruening, and S. Cunningham will review in July. The group is not anticipating many changes.• Bylaws will remain a standing report	
Approval of January 14, 2022 Minutes	Motion to Approve: Sheri Cunningham Second: Jennifer Rystrom	
Report Out		
District 1 Sheri Cunningham	<ul style="list-style-type: none">• District 1 met in January and discussed the plan going forward.• Audits were brought up, and there were some questions and concerns regarding external audits.	

Nebraska Organization of Nurse Leaders
State

Agenda Item:	Discussion/Decisions Made	Follow-Up/Responsible Person
	<ul style="list-style-type: none"> • Internal audits are done every year, and external audits are done every five years. District 1 reported that external audits had not been completed. District 2 and 3 reported not conducting internal or external audits. • Discussed whether local districts need to complete the external audit every five years or if the annual internal audit is enough. • Reviewed committee chairs and presentations coming up this year have already been set up. Presentation topics consist of Diversity/Inclusion/Equity (Chris Tooley presenting), Healing Touch Therapy, Scholarships – No scholarships awarded last year, but hopeful for the coming year. The scholarship is \$250 for education 	
District 2	<ul style="list-style-type: none"> • District 2 has not met recently. No update 	
District 3	<ul style="list-style-type: none"> • District 3 has not met recently. No update 	
Treasure’s Report	<ul style="list-style-type: none"> • D. Steiner sent out the Treasurer’s report for all to view. \$9,043 is our balance as of March 3, 2022 • ANOL dues (\$500) are due. 	
National Patient Safety Coalition	<ul style="list-style-type: none"> • At the January 14th meeting, finance was the topic of discussion • Discussed eReporting to Press Ganey and the cost associated with that 	
Center for Nursing	<ul style="list-style-type: none"> • Representatives for The Center for Nursing are appointed by the Governor. • The group discussed the importance of the Center of Nursing being promoted through social media. • License plates – need 15 more sold to hit the 250. • Nursing news- HRSA Grant – more than \$94M in awards to train the next generation of health care providers. • Nursing-related legislature – following testimony- it was stated that all nursing students spots are full in colleges in the surrounding areas; this is not accurate. Nursing schools are not overflowing with students. • LB1090 for scholarships for workgroup – support for nursing educators • Three bills are in the works for the Center of Nursing and • Center of Nursing foundation meets monthly – meetings are via Zoom • Discussed NONL having representation on CFN –it is a great learning experience and introduces you to the funding piece of how things work. • The CFN are organizations that could be instrumental for the future of healthcare. They are organizations that help with action coalitions and help with strategies. 	
New Business/Discussions		

Nebraska Organization of Nurse Leaders
State

Agenda Item:	Discussion/Decisions Made	Follow-Up/Responsible Person
NONL Website Update	<ul style="list-style-type: none"> The website update is still ongoing. It is time for this to be completed! R. Ehly shared that she would help the NHA individual get the update going. The group discussed bringing in an outside person to complete this job. 	
Updated logo and organization name	<ul style="list-style-type: none"> The new logo has been added to all agendas and meeting minutes. The logo now reads <i>“Nebraska Organization for Nursing Leadership.”</i> 	
Nurse’s Day at the Legislature	<ul style="list-style-type: none"> Nurse’s Day at the Legislature had 452 registrants – 105 RNs, 21 APRNS, 326 students (group registrations from 5 NE schools of nursing) The on-demand Portion included the following presentations (are available through 3/31): <ul style="list-style-type: none"> Genius is Taking Something Complex and Making It Simple: Team-Based Nursing Care – <i>Kathy Hoebelheinrich MSN, APRN-NP, ANP-BC</i> Models of Patient Care – <i>Panel Presentation</i> Nebraska Legislative Update: At the Table Where It Happens – <i>Don Wesely, BS & Rita Weber, MSN, RN</i> The Live Senator portion from 1 pm-1:20 pm had 193 attendees and ten senators. Discussion with Senators focused on: <ul style="list-style-type: none"> Value and retain nurses still in the workforce (LB1055) NNA Support Increase numbers of registered nurses in the workforce (LB1091) NNA Support Nursing inclusion in planning innovations in care team models within current scopes of practice (LB1044) NNA Support The NNA sends out “Call to Action” emails that Sheri will plan to forward on to this group. The email contains simple and precise information about bills supported by NNA with verbiage to share your voice with senators via email or phone call. 	
Affiliate Update		
Advocacy Day		
Legislative Updates	<ul style="list-style-type: none"> 	
UNMC HRSA Grant	<ul style="list-style-type: none"> HRSA Grant – more than \$94M in awards to train the next generation of health care providers. 	
NONL Role/Position		
<ul style="list-style-type: none"> Strategic Planning (please see scan attached AONL Strategic Priorities 2022-2024) 	<ul style="list-style-type: none"> 40 Under 40- Discussed is we had the resources and money to continue with this award. It is important to the group that we do not lose this. The group discussed if a 	

Nebraska Organization of Nurse Leaders
State

Agenda Item:	Discussion/Decisions Made	Follow-Up/Responsible Person
<ul style="list-style-type: none"> • Nursing Leadership Development (please review attached report: AONL COVID-19 Longitudinal Study August 2021 Report: Nurse Leaders’ Top Challenges, Emotional Health, and Areas of Needed Support, July 2020 to August 2021) • Survey of members for leadership development • 40 Under 40 	<p style="text-align: center;">CFN would partner with us for the NONL 40 Under 40. More to come.</p>	
<p>Round table</p>	<ul style="list-style-type: none"> • The group decided to plan an in-person meeting to help build relationships. York, NE would be the central place for everyone to meet. Mid to late summer is the goal. • ½ the day would be strategic planning, and ½ the day would be leadership development. Discussed bringing someone in. <ul style="list-style-type: none"> ○ S. Luger, C. Sousek and R. Ehly will work on making plans. • RN Workforce Shortage <ul style="list-style-type: none"> P. Uhlir- <ul style="list-style-type: none"> ○ The work group did an excellent job on the nursing report and recommended a lot of items supported by nursing leaders. ○ There is a limited amount of colleges for nursing in Central NE. Discussed the struggles of only having enrollment once a year and then having to rely on new grads ○ Discussed not having bridge classes ○ Looked into an updated scope of practice and delegation with nurses when LPNs are on the unit ○ Team-based nursing will be more popular due to the healthcare crisis. ○ The virtual care model is something else we need to look into. ○ Discussed burnout and struggles of all healthcare personnel ○ It is crucial to get nursing involved in decision-making. This is what shared governance is – using the guidance that leadership has provided and then making the final decisions. ○ Nursing does not have revenue due to not billing. Ancillary departments bill (RT, PT, ST)/ Nursing has never had research and data to support billing. 	

Nebraska Organization of Nurse Leaders
State

Agenda Item:	Discussion/Decisions Made	Follow-Up/Responsible Person
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> □ Charge for assessments or IV stick - until nursing becomes a revenue center, we will not have the same support – financial departments won't look the same as a department that is revenue growing ○ Labor costs are at an all-time high. Traveler costs and higher costs of nursing hours will most likely not continue. ○ Academic Area of Focus- Strategy <ul style="list-style-type: none"> □ Have either the NE Community Colleges graduate the Associate Degree student mid-term or have UNMC go back to a twice a year admission/graduate process. □ If it is UNMC, this would also help students who fail a semester to be able to immediately re-take the failed course the following semester. Right now, UNMC students have to wait a year to re-take the course & many give up & choose another profession. □ It would also give UNMC the opportunity to split up the large class which would help with facilities who are trying hard to give the clinical experiences needed so there would not be so many students needing access to the clinical site at the same time. ○ Burnout Area of Focus- Strategy <ul style="list-style-type: none"> □ Implement the team-based model, virtual care model so bedside nurses have the support they need and if this is in place – management has to ensure that nurses actually do get their well-being mental breaks □ Try to provide the well-being coaching via technology based programs as nurses that are out of town (which many rural hospitals have a workforce that live greater than 20-50 miles away) will not come back for these programs on-site. □ Another program to help nurses feel supported/engaged is to create a shared governance program at facilities. This program can be done at critical access hospitals along with more urban facilities. If nurses feel empowered to make decisions for their own clinical practice, it goes a long ways towards keeping them happy & engaged in their work. ○ Loan Repayment/Reimbursement- Strategy 	

Nebraska Organization of Nurse Leaders
State

Agenda Item:	Discussion/Decisions Made	Follow-Up/Responsible Person
	<p>□ UNMC & Creighton University should allocate time/funding for researching the nursing care costs per DRG so nursing care could be directly billed based upon the final DRG assigned to the patient's stay. This was another dream of Kathy Sanford's and the Cerner Clairvia program was an approach used by CHI facilities, but this approach lost steam several years ago. Until Nursing can be seen as a revenue producing department vs. a cost center, the profession of Nursing will not be valued the same as other professionals who can bill. I am afraid that Nursing will lose this opportunity after the pandemic is resolved. Nursing must advocate for being a revenue center or we will always be the first to be laid off or reduced on a shift by shift basis. This is an elementary focus that I am using, but I am sure you've seen the impact of being a cost center only.</p>	
Next Meetings		